

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-278089	6/4/21

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer See Attachment		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (street, city, state ZIP code) 1728 14th Street, NW, 4 th Floor Washington, D.C. 20009	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	f. Fax No.
		g. e-Mail (b) (6), (b) (7)(C) solidcore.co
		h. Dispute Location (City and State) Washington, D.C. and various others
i. Type of Establishment (factory, nursing home, hotel) Fitness studio	j. Principal Product or Service Fitness sessions	k. Number of workers at dispute location Approximately 300

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about December 9, 2020, the Employer failed and refused to hire and/or to consider for employment, and continues to fail and refuse to hire and/or to consider for employment, (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) union and protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C), an Individual

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No.
(Signature of representative or person making charge)	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C)	Date:	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

ATTACHMENT TO UNFAIR LABOR PRACTICE CHARGE

Name of Employer:

The following entities constitute a single-integrated business enterprise and a single employer within the meaning of the Act:

Solidcore Assets, LLC; Solidcore Atlanta, LLC, d/b/a [Solidcore]; Solidcore Chicago, LLC, d/b/a [Solidcore]; Solidcore Connecticut, LLC, d/b/a [Solidcore]; Solidcore Dallas, LLC, d/b/a [Solidcore]; Solidcore Delaware LLC, d/b/a [Solidcore]; Solidcore Global Enterprises, Inc.; Solidcore Holdings, LLC, d/b/a [Solidcore]; Solidcore, Inc., d/b/a [Solidcore]; Solidcore Indiana, LLC, d/b/a [Solidcore]; Solidcore Kentucky LLC, d/b/a [Solidcore]; Solidcore, LLC, d/b/a [Solidcore]; Solidcore Management LLC; Solidcore Massachusetts LLC, d/b/a [Solidcore]; Solidcore Miami, LLC, D/B/A[Solidcore]; Solidcore Michigan, LLC, d/b/a [Solidcore]; Solidcore Montgomery County, LLC, D/B/A[Solidcore]; Solidcore New York, LLC, d/b/a [Solidcore]; Solidcore North Carolina LLC, D/B/A[Solidcore]; Solidcore North Dakota, LLC, d/b/a [Solidcore]; Solidcore Nova, LLC, D/B/A[Solidcore]; Solidcore Ohio LLC, d/b/a [Solidcore]; Solidcore Philadelphia, LLC, d/b/a [Solidcore]; Solidcore South Dakota LLC, d/b/a [Solidcore]; and Solidcore Wisconsin LLC, d/b/a [Solidcore].

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-278089	6/11/21

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer See Attachment.		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (street, city, state ZIP code) 1728 14th Street, NW, 4 th Floor Washington, D.C. 20009	e. Employer Representative (b) (6), (b) (7)(C) Founder, Owner, and Chairwoman	f. Fax No.
		g. e-Mail (b) (6), (b) (7)(C) solidcore.co
		h. Dispute Location (City and State) Washington, D.C.
i. Type of Establishment (factory, nursing home, hotel) Fitness studio	j. Principal Product or Service Fitness sessions	k. Number of workers at dispute location Approximately 300
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) See Attachment.		

3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By: (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)	Office, if any, Cell No.
Print Name and Title (b) (6), (b) (7)(C)	Fax No.
Date:	e-Mail (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENTSolicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

ATTACHMENT TO UNFAIR LABOR PRACTICE CHARGE

Name of Employer:

The following entities constitute a single-integrated business enterprise and a single employer within the meaning of the Act:

Solidcore Assets, LLC; Solidcore Atlanta, LLC, d/b/a [Solidcore]; Solidcore Chicago, LLC, d/b/a [Solidcore]; Solidcore Connecticut, LLC, d/b/a [Solidcore]; Solidcore Dallas, LLC, d/b/a [Solidcore]; Solidcore Delaware LLC, d/b/a [Solidcore]; Solidcore Global Enterprises, Inc.; Solidcore Holdings, LLC, d/b/a [Solidcore]; Solidcore, Inc., d/b/a [Solidcore]; Solidcore Indiana, LLC, d/b/a [Solidcore]; Solidcore Kentucky LLC, d/b/a [Solidcore]; Solidcore, LLC, d/b/a [Solidcore]; Solidcore Management LLC; Solidcore Massachusetts LLC, d/b/a [Solidcore]; Solidcore Miami, LLC, D/B/A[Solidcore]; Solidcore Michigan, LLC, d/b/a [Solidcore]; Solidcore Montgomery County, LLC, D/B/A[Solidcore]; Solidcore New York, LLC, d/b/a [Solidcore]; Solidcore North Carolina LLC, D/B/A[Solidcore]; Solidcore North Dakota, LLC, d/b/a [Solidcore]; Solidcore Nova, LLC, D/B/A[Solidcore]; Solidcore Ohio LLC, d/b/a [Solidcore]; Solidcore Philadelphia, LLC, d/b/a [Solidcore]; Solidcore South Dakota LLC, d/b/a [Solidcore]; and Solidcore Wisconsin LLC, d/b/a [Solidcore].

Basis of the Charge:

Within the past six months, the Employer discriminated against (b) (6), (b) (7)(C) by removing (b) (6), (b) (7)(C) from and denying (b) (6), (b) (7)(C) access to the Employer's listservs, Namely, and other company platforms because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

Since about January 1, 2021, the Employer failed and refused to recall or rehire and/or to consider for employment, and continues to fail and refuse to recall or rehire and/or to consider for employment, (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activities.

Within the past six months, the Employer discriminated against (b) (6), (b) (7)(C) by removing (b) (6), (b) (7)(C) from and denying (b) (6), (b) (7)(C) access to the Employer's listservs, Namely, and other company platforms because of (b) (6), (b) (7)(C) National Labor Relations Board activity.

Since about January 1, 2021, the Employer failed and refused to recall or rehire and/or to consider for employment, and continues to fail and refuse to recall or rehire and/or to consider for employment, (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) National Labor Relations Board activity.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198



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June 14, 2021

(b) (6), (b) (7)(C)

Re: Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
Case 05-CA-278089

Dear (b) (6), (b) (7)(C):

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Examiner Jesse J. Perona whose telephone number is (202) 273-3886. The mailing address is 1015 Half Street SE, Washington, DC 20570-0001. If Jesse J. Perona is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Sean R. Marshall". The signature is fluid and cursive, with the first name "Sean" and last name "Marshall" clearly distinguishable.

Sean R. Marshall
Regional Director

Enclosure: Copy of first amended charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

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Fax: (410)962-2198



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June 14, 2021

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree Deakins
155 N. Wacker Drive, Suite 4300
Chicago, IL 60606

Re: Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
Case 05-CA-278089

Dear Mr. Moritz and Ms. Manjarrez:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Examiner Jesse J. Perona whose telephone number is (202) 273-3886. The mailing address is 1015 Half Street, S.E., Washington, DC 20570-0001. If Jesse J. Perona is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,



Sean R. Marshall
Regional Director

Enclosure: Copy of first amended charge

cc: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, DC 20009

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**SOLIDCORE, INC., ET AL., A SINGLE-
INTEGRATED BUSINESS ENTERPRISE AND A
SINGLE EMPLOYER**

Charged Party

Case 05-CA-278089

and

(b) (6), (b) (7)(C)

Charging Party

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on June 14, 2021, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, DC 20009

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree Deakins
155 N. Wacker Drive, Suite 4300
Chicago, IL 60606

June 14, 2021

Date

Andrew Giannasi, Designated Agent of NLRB

Name

/s/ Andrew Giannasi

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

August 10, 2021

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree Deakins
155 North Wacker Drive, Suite 4300
Chicago, IL 60606

Re: Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
Case 05-CA-278089

Dear Mr. Moritz and Ms. Manjarrez:

Approval of Request to Withdraw Portion of the Charge: On June 11, 2021, the Charging Party filed a first amended charge in the above-captioned case alleging that Solidcore, Inc., et al., a single-integrated business enterprise and a single employer (the Employer) violated Sections 8(a)(1), (3) and (4) of the Act in four ways: (1) within the past six months, the Employer discriminated against (b) (6), (b) (7)(C) by removing (b) (6), (b) (7)(C) from and denying (b) (6), (b) (7)(C) access to the Employer's listservs, Namely, and other company platforms because of (b) (6), (b) (7)(C) union, protected concerted activities, and/or National Labor Relations Board (Board) activity; (2) since about January 1, 2021, the Employer failed and refused to consider (b) (6), (b) (7)(C) for employment, and continues to fail and refuse to consider (b) (6), (b) (7)(C) for employment, because of (b) (6), (b) (7)(C) union activities, protected concerted activities, and/or Board activity; (3) since about January 1, 2021, the Employer failed and refused to recall or rehire (b) (6), (b) (7)(C) for employment, and continues to fail and refuse to recall or rehire (b) (6), (b) (7)(C) for employment because of (b) (6), (b) (7)(C) union and/or protected concerted activities; and (4) since about January 1, 2021, the Employer failed and refused to recall or rehire (b) (6), (b) (7)(C) for employment, and continues to fail and refuse to recall or rehire (b) (6), (b) (7)(C) for employment because of (b) (6), (b) (7)(C) Board activity.

This is to advise that I have approved the Charging Party's request to withdraw the first, second, and fourth allegations, that the Employer violated the Act alleging violations of Section 8(a)(1), (3), and (4) of the Act. The remaining portions of the charge, specifically allegation number 3, alleging violations of Section 8(a)(1) and (3) of the Act, is still outstanding and is being processed further by this office.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Regional Director

cc: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, D.C. 20009

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198



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January 6, 2021

(b) (6), (b) (7)(C)

Re: Solidcore, Inc., et al.,
a single-integrated business enterprise and
a single employer
Case 05-CA-270986

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on January 5, 2021 has been docketed as case number 05-CA-270986. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Jesse J. Perona whose telephone number is (202)273-3886. The mailing address is 1015 Half Street, S.E., Washington, D.C. 20570-0001. If this Board agent is not available, you may contact Supervisory Attorney Daniel M. Heltzer whose telephone number is (202)208-0124.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlrb.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

January 6, 2021

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Sean R. Marshall". The signature is fluid and cursive, with the first name "Sean" and last name "Marshall" clearly distinguishable.

Sean R. Marshall
Regional Director

Enclosure: Copy of Charge

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD**FIRST AMENDED CHARGE AGAINST EMPLOYER****INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

05-CA-270986

03-19-2021

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer See Attachment		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
d. Address (street, city, state ZIP code) 1728 14th Street, NW Washington, DC 20009	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	f. Fax No.
		g. e-Mail (b) (6), (b) (7)(C)@solidcore.co
		h. Dispute Location (City and State) Washington, DC and various others
i. Type of Establishment (factory, nursing home, hotel) Fitness studio	j. Principal Product or Service Fitness sessions	k. Number of workers at dispute location Approximately 300

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about September 14, 2020, the Employer interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening employees with unspecified reprisals through Instagram.com.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4d. Fax No.**4e. e-Mail**

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(signature)

(b) (6), (b) (7)(C) filing charge)

(b) (6), (b) (7)(C) An Individual

Print Name and Title

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 3/19/2021

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.**Fax No.****e-Mail**

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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ATTACHMENT TO UNFAIR LABOR PRACTICE CHARGE

Name of Employer:

The following entities constitute a single-integrated business enterprise and a single employer within the meaning of the Act:

Solidcore Assets, LLC; Solidcore Atlanta, LLC; Solidcore Chicago, LLC; Solidcore Connecticut, LLC; Solidcore Dallas, LLC; Solidcore Delaware LLC; Solidcore Global Enterprises, Inc.; Solidcore Holdings, LLC; Solidcore, Inc.; Solidcore Indiana, LLC; Solidcore Kentucky LLC; Solidcore, LLC; Solidcore Management LLC; Solidcore Massachusetts LLC; Solidcore Miami, LLC; Solidcore Michigan, LLC; Solidcore Montgomery County, LLC; Solidcore New York, LLC; Solidcore North Carolina LLC; Solidcore North Dakota, LLC; Solidcore NOVA, LLC; Solidcore Ohio LLC; Solidcore Philadelphia, LLC; Solidcore South Dakota LLC; and Solidcore Wisconsin LLC.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198



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March 22, 2021

(b) (6), (b) (7)(C)

Re: Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
Case 05-CA-270986

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Examiner Jesse J. Perona whose telephone number is (202)273-3886. The mailing address is 1015 Half Street, SE, Washington, DC 20570-0001. If the agent is not available, you may contact Supervisory Attorney Daniel M. Heltzer whose telephone number is (202)208-0124.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the

March 22, 2021

Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Sean R. Marshall". The signature is fluid and cursive, with the first name "Sean" and last name "Marshall" clearly distinguishable.

Sean R. Marshall
Regional Director

Enclosure: Copy of Charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

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March 22, 2021

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
155 N Wacker Dr., Ste. 4300
Chicago, IL 60606-1731

(b) (6), (b) (7)(C)

Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, DC 20009

Re: Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
Case 05-CA-270986

Dear Mr. Moritz, Ms. Manjarrez and (b) (6), (b) (7)(C):

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Examiner Jesse J. Perona whose telephone number is (202)273-3886. The mailing address is 1015 Half Street, SE, Washington, DC 20570-0001. If the agent is not available, you may contact Supervisory Attorney Daniel M. Heltzer whose telephone number is (202)208-0124.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Sean R. Marshall". The signature is fluid and cursive, with the first name "Sean" and last name "Marshall" clearly distinguishable.

Sean R. Marshall
Regional Director

Enclosure: Copy of first amended charge

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**SOLIDCORE, INC., ET AL., A SINGLE-
INTEGRATED BUSINESS ENTERPRISE AND A
SINGLE EMPLOYER**

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 05-CA-270986

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on March 22, 2021, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, DC 20009

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
155 N Wacker Dr., Ste. 4300
Chicago, IL 60606-1731

March 22, 2021

Date

Waynetta Mitchell, Designated Agent of NLRB

Name

/s/ Waynetta Mitchell

Signature

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-270921	01/04/2021

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer See Attachment	b. Tel. No. (b) (6), (b) (7)(C)	c. Cell No.
d. Address (street, city, state ZIP code) 1728 14th Street, NW Washington, DC 20009	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	f. Fax No.
		g. e-Mail (b) (6), (b) (7)(C)@solidcore.co
		h. Dispute Location (City and State) Washington, DC and various others
i. Type of Establishment (factory, nursing home, hotel) Fitness studio	j. Principal Product or Service Fitness sessions	k. Number of workers at dispute location Approximately 300
<p>l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the past six months, the Employer has interfered with, restrained, and coerced employees in the exercise of rights protected by Section 7 of the Act by using Instagram.com and the Solidcore United Instagram page to:</p> <ol style="list-style-type: none"> 1) Make coercive comments to employees; 2) Interrogate employees; 3) Solicit grievances from employees; 4) Threaten employees with unspecified reprisals; 5) Threaten employees with discharge; 6) Engage in surveillance of union activity; 7) Engage in surveillance of protected concerted activity; and 8) Invite employees to quit their employment. 		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C), an Individual		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)	4c. Cell No.
	4d. Fax No.	
	4e. e-Mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C) (signature) (b) (6), (b) (7)(C), An Individual		Office, if any, Cell No.
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Fax No.
Date:		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT TO UNFAIR LABOR PRACTICE CHARGE

Name of Employer:

The following entities constitute a single-integrated business enterprise and a single employer within the meaning of the Act:

Solidcore Atlanta LLC; Solidcore Boston Inc.; Solidcore Chicago, LLC; Solidcore Connecticut, Inc.; Solidcore Connecticut, LLC; Solidcore Dallas, LLC; Solidcore Delaware LLC; Solidcore Global Enterprises, Inc.; Solidcore Holdings, LLC; Solidcore, Inc.; Solidcore Indiana, LLC; Solidcore Kentucky LLC; Solidcore, LLC; Solidcore Massachusetts LLC; Solidcore Miami, LLC; Solidcore Michigan, LLC; Solidcore Minneapolis LLC; Solidcore Montgomery County, LLC; Solidcore New York, Inc.; Solidcore New York, LLC; Solidcore North Carolina LLC; Solidcore North Dakota, Inc.; Solidcore North Dakota, LLC; Solidcore NOVA, Inc.; Solidcore NOVA, LLC; Solidcore Ohio LLC; Solidcore Philadelphia, Inc.; Solidcore Philadelphia, LLC; Solidcore Scottsdale, Inc.; Solidcore South Dakota LLC; and Solidcore Wisconsin LLC.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

January 5, 2021

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
155 North Wacker Drive, Suite 4300
Chicago, IL 60606-1731

Re: Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
Case 05-CA-270921

Dear Mr. Moritz and Ms. Manjarrez:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Regional Director

cc:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, D.C. 20009

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case

Date Filed

05-CA-269757

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
See Attachment

b. Tel. No.

(b) (6), (b) (7)(C)

c. Cell No.

d. Address (street, city, state ZIP code)
1728 14th Street, NW
Washington, DC 20009

e. Employer Representative

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

f. Fax No.

g. e-Mail

(b) (6), (b) (7)(C)@solidcore.co

h. Dispute Location (City and State)

Washington, DC and various others

i. Type of Establishment (factory, nursing
home, hotel)
Fitness studio

j. Principal Product or Service

Fitness sessions

k. Number of workers at dispute location

Approximately 300

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about November 17, 2020, the Employer interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by, in response to employees' union and protected concerted activities, requiring employees to provide Instagram.com handles or usernames to the Employer so the Employer could follow employees' activity on Instagram.com.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) an Individual

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C) (signing charge)

(b) (6), (b) (7)(C) An Individual

Print Name and Title

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 3/19/2021

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

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March 22, 2021

(b) (6), (b) (7)(C)

Re: Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
Case 05-CA-269757

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Examiner Jesse J. Perona whose telephone number is (202) 273-3886. The mailing address is 1015 Half Street, S.E., Washington, DC 20570-0001. If Jesse J. Perona is not available, you may contact Supervisory Attorney Daniel M. Heltzer whose telephone number is (202) 208-0124.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

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March 22, 2021

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Very truly yours,

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Sean R. Marshall
Regional Director

Enclosure: Copy of first amended charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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March 22, 2021

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
155 N. Wacker Drive, Suite 4300
Chicago, IL 60606-1731

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Very truly yours,



Sean R. Marshall
Regional Director

Enclosure: Copy of first amended charge

cc: (b) (6), (b) (7)(C)
Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, DC 20009

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**SOLIDCORE, INC., ET AL., A SINGLE-
INTEGRATED BUSINESS ENTERPRISE AND A
SINGLE EMPLOYER**

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case **05-CA-269757**

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on March 22, 2021, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

Solidcore, Inc., et al., a single-integrated
business enterprise and a single employer
1728 14th Street, N.W.
Washington, DC 20009

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree, Deakins, Nash,
Smoak & Stewart, P.C.
155 N. Wacker Drive, Suite 4300
Chicago, IL 60606-1731

March 22, 2021

Date

Andrew Giannasi, Designated Agent of NLRB

Name

/s/ Andrew Giannasi

Signature

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
05-CA-269120Date Filed
11-18-2020**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer [solidcore]	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1728 14th Street NW DC Washington 20009-_____	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
	g. e-Mail (b) (6), (b) (7)(C) solidcore.co
	h. Number of workers employed 300
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
--See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: _____	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By _____ (signature of representative or person making charge)	Title: _____ (Print/type name and title or office, if any)
Address _____ (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-Mail (b) (6), (b) (7)(C)
	11/18/2020 11:24:05 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	11/17/2020



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

November 30, 2020

Brian Lee, Esq.
Ogletree Deakins
1909 K St., N.W., Ste. 1000
Washington, D.C. 20006-1134

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
155 North Wacker Drive, Suite 4300
Chicago, IL 60606-1731

Re: [solidcore]
Case 05-CA-269120

Dear Mr. Lee, Mr. Moritz and Ms. Manjarrez:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Regional Director

cc:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

[solidcore]

1728 14th Street, N.W.
Washington, D.C. 20009

(b) (6), (b) (7)(C)

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

SOLIDCORE ASSETS, LLC; SOLIDCORE ATLANTA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE CHICAGO, LLC, D/B/A [SOLIDCORE]; SOLIDCORE CONNECTICUT, LLC, D/B/A [SOLIDCORE]; SOLIDCORE DALLAS, LLC, D/B/A [SOLIDCORE]; SOLIDCORE DELAWARE LLC, D/B/A [SOLIDCORE]; SOLIDCORE GLOBAL ENTERPRISES, INC.; SOLIDCORE HOLDINGS, LLC, D/B/A [SOLIDCORE]; SOLIDCORE, INC., D/B/A [SOLIDCORE]; SOLIDCORE INDIANA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE KENTUCKY LLC, D/B/A [SOLIDCORE]; SOLIDCORE, LLC, D/B/A [SOLIDCORE]; SOLIDCORE MANAGEMENT LLC; SOLIDCORE MASSACHUSETTS LLC, D/B/A [SOLIDCORE]; SOLIDCORE MIAMI, LLC, D/B/A [SOLIDCORE]; SOLIDCORE MICHIGAN, LLC, D/B/A [SOLIDCORE]; SOLIDCORE MONTGOMERY COUNTY, LLC, D/B/A [SOLIDCORE]; SOLIDCORE NEW YORK, LLC, D/B/A [SOLIDCORE]; SOLIDCORE NORTH CAROLINA LLC, D/B/A [SOLIDCORE]; SOLIDCORE NORTH DAKOTA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE NOVA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE OHIO LLC, D/B/A [SOLIDCORE]; SOLIDCORE PHILADELPHIA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE SOUTH DAKOTA LLC, D/B/A [SOLIDCORE]; AND SOLIDCORE WISCONSIN LLC, D/B/A [SOLIDCORE], A SINGLE-INTEGRATED BUSINESS ENTERPRISE AND/OR EMPLOYER

and

(b) (6), (b) (7)(C) AN INDIVIDUAL

Cases 5-CA-262848
5-CA-269757
5-CA-270986

and

(b) (6), (b) (7)(C) AN INDIVIDUAL

Case 5-CA-278089

AMENDMENT TO COMPLAINT

Pursuant to Section 102.17 of the Rules and Regulations of the National Labor Relations Board (the Board), the Order Further Consolidating Cases, Second

Consolidated Complaint and Notice of Hearing issued on August 10, 2021 (Complaint), is amended as follows:

1. Replacing the second paragraph in the Remedies section with the following revised paragraph:

As part of the remedy for the unfair labor practices alleged above in paragraphs 6, 9 through 12, 13(c), 13(d), 15(c), and 15(d), the General Counsel seeks an Order requiring Respondent to: (1) post in Respondent's facilities any Notice to Employees that may issue in this proceeding; (2) mail the Notice to Employees to all employees who were employed at any time since June 27, 2020; (3) electronically post the Notice to Employees at all its facilities if Respondent customarily uses electronic means such as an electronic bulletin board, e-mail, website, or intranet to communicate with those employees; (4) electronically post the Notice to Employees on Respondent's Instagram.com account; and (5) distribute the Notice to Employees by text message to all employees who were employed at any time since June 27, 2020.

2. Inserting as the second to last paragraph in the Remedies section:

As part of the remedy for the unfair labor practices alleged above in paragraphs 7 through 8, 10, 15(c) and 15(d), the General Counsel seeks an Order requiring that the Charging Parties be made whole, including, but not limited to, payment for reasonable consequential damages

incurred by the Charging Parties as a result of Respondent's unlawful conduct.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the above Amendment to Complaint. The answer must be **received by this office on or before October 12, 2021**. Respondent must serve a copy of the answer on each of the other parties. The answer must be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. Responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3)

business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

Dated at Baltimore, Maryland this 27th day of September 2021.

(SEAL)

/s/ SEAN R. MARSHALL

Sean R. Marshall, Regional Director
National Labor Relations Board, Region 5
Bank of America Center - Tower II
100 South Charles Street, Suite 600
Baltimore, Maryland 21201

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered in

evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.

- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.

- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.

- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.

- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Cases 5-CA-262848, 5-CA-269757
5-CA-270986, 5-CA-278089

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements ***will not be granted*** unless good and sufficient grounds are shown ***and*** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in ***detail***;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

COUNSEL FOR RESPONDENT:

norma.manjarrez@ogletree.com

Norma Manjarrez, Esq.
Ogletree Deakins

jeremy.moritz@ogletree.com

Jeremy C. Moritz, Esq.
Ogletree Deakins

COUNSEL FOR CHARGING PARTIES:

RESPONDENT:

(b) (6), (b) (7)(C) [@solidcore.co](mailto:solidcore.co)
(b) (6), (b) (7)(C)
Solidcore Holdings, LLC

CHARGING PARTIES:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

SOLIDCORE ASSETS, LLC; SOLIDCORE ATLANTA, LLC,
D/B/A [SOLIDCORE]; SOLIDCORE CHICAGO, LLC, D/B/A
[SOLIDCORE]; SOLIDCORE CONNECTICUT, LLC, D/B/A
[SOLIDCORE]; SOLIDCORE DALLAS, LLC, D/B/A
[SOLIDCORE]; SOLIDCORE DELAWARE LLC, D/B/A
[SOLIDCORE]; SOLIDCORE GLOBAL ENTERPRISES, INC.;
SOLIDCORE HOLDINGS, LLC, D/B/A [SOLIDCORE];
SOLIDCORE, INC., D/B/A [SOLIDCORE]; SOLIDCORE
INDIANA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE
KENTUCKY LLC, D/B/A [SOLIDCORE]; SOLIDCORE, LLC,
D/B/A [SOLIDCORE]; SOLIDCORE MANAGEMENT LLC;
SOLIDCORE MASSACHUSETTS LLC, D/B/A [SOLIDCORE];
SOLIDCORE MIAMI, LLC, D/B/A [SOLIDCORE]; SOLIDCORE
MICHIGAN, LLC, D/B/A [SOLIDCORE]; SOLIDCORE
MONTGOMERY COUNTY, LLC, D/B/A [SOLIDCORE];
SOLIDCORE NEW YORK, LLC, D/B/A [SOLIDCORE];
SOLIDCORE NORTH CAROLINA LLC, D/B/A [SOLIDCORE];
SOLIDCORE NORTH DAKOTA, LLC, D/B/A [SOLIDCORE];
SOLIDCORE NOVA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE
OHIO LLC, D/B/A [SOLIDCORE]; SOLIDCORE
PHILADELPHIA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE
SOUTH DAKOTA LLC, D/B/A [SOLIDCORE]; AND
SOLIDCORE WISCONSIN LLC, D/B/A [SOLIDCORE], A
SINGLE-INTEGRATED BUSINESS ENTERPRISE AND/OR
EMPLOYER

and

Cases 05-CA-262848
05-CA-269757
05-CA-270986

(b) (6), (b) (7)(C) AN INDIVIDUAL

and

Case 05-CA-278089

(b) (6), (b) (7)(C) AN INDIVIDUAL

RESPONDENT'S [SOLIDCORE] ANSWER TO AMENDMENT TO COMPLAINT

Respondent [Solidcore]¹, by its attorneys Ogletree, Deakins, Nash, Smoak & Stewart, P.C.,

¹ Charges have been filed against several entities of Solidcore, including "Solidcore, Inc." which is not an active Solidcore entity. Solidcore does not agree, admit, or acknowledge that all charged entities make up one single integrated business enterprise and/or employer. However, to the extent we refer to Solidcore as the "Respondent," we

hereby submits its answer to the Remedies Section of the Amendment to Complaint, as follows:

1. Replacing the second paragraph in the Remedies section with the following revised paragraph:

As part of the remedy for the unfair labor practices alleged above in paragraphs 6, 9 through 12, 13(c), 13(d), 15(c), and 15(d), the General Counsel seeks an Order requiring Respondent to: (1) post in Respondent's facilities any Notice to Employees that may issue in this proceeding; (2) mail the Notice to Employees to all employees who were employed at any time since June 27, 2020; (3) electronically post the Notice to Employees at all its facilities if Respondent customarily uses electronic means such as an electronic bulletin board, e-mail, website, or intranet to communicate with those employees; (4) electronically post the Notice to Employees on Respondent's Instagram.com account; and (5) distribute the Notice to Employees by text message to all employees who were employed at any time since June 27, 2020.

ANSWER: Respondent admits only that General Counsel seeks the relief requested above, but denies that it engaged in or is liable for any wrongful conduct, and denies that General Counsel's requested relief, or any other relief to the Charging Parties, is warranted or appropriate.

2. Inserting as the second to last paragraph in the Remedies section:

As part of the remedy for the unfair labor practices alleged above in paragraphs 7 through 8, 10, 15(c) and 15(d), the General Counsel seeks an Order requiring that the Charging Parties be made whole, including, but not limited to, payment for reasonable consequential damages incurred by the Charging Parties as a result of Respondent's unlawful conduct.

ANSWER: Respondent admits only that General Counsel seeks the relief requested above, but denies that it engaged in or is liable for any wrongful conduct, and denies that General Counsel's requested relief, or any other relief to the Charging Parties, is warranted or appropriate.

refer to the separately referenced entities answering this amendment to the complaint in their respective capacities. This applies to every instance of the use of the name "Respondent."

AFFIRMATIVE AND OTHER DEFENSES


1. The Second Consolidated Complaint fails to state a claim upon which relief may be granted.
2. Respondent denies that it engaged in, or is engaging in, any unfair labor practices, both generally and specifically alleged in the Second Consolidated Complaint.
3. Respondent denies that the General Counsel is entitled to any remedy because Respondent has not violated the National Labor Relations Act.
4. Respondent denies that the General Counsel is entitled to the remedies in the Amendment to Complaint under the National Labor Relations Act.
5. All allegations of the Second Consolidated Complaint and the Amendment to Complaint not heretofore admitted, explained, or denied, are denied generally, put in issue, and strict proof is required.
6. Neither (b) (6), (b) (7)(C) nor (b) (6), (b) (7)(C) are employees as the term “employee” is defined by the Act.

WHEREFORE, having fully answered the Second Consolidated Complaint and the Amendment to Complaint, Respondent demands that the Amendment to Complaint be dismissed in its entirety, with prejudice.

Dated: October 11, 2021

Respectfully submitted,

OGLETREE, DEAKINS, NASH,
SMOAK & STEWART




Norma Manjarrez
One of the Attorneys for Respondent,
[Solidcore]

Jeremy C. Moritz, Esq.
Norma Manjarrez, Esq.
OGLETREE, DEAKINS, NASH,
SMOAK & STEWART
155 N. Wacker Drive, Suite 4300
Chicago, Illinois 60606
(312) 558-1220 – Telephone
(312) 807-3619 – Facsimile
jeremy.moritz@ogletree.com
norma.manjarrez@ogletree.com

CERTIFICATE OF SERVICE

The undersigned attorney certifies that on October 11, 2021, the foregoing ***Respondent's*** ***[Solidcore] Answer to Amendment to Complaint*** was e-filed using the NLRB's e-filing system and served via regular U.S. mail on the following:

Sean R. Marshall, Regional Director
NATIONAL LABOR RELATIONS BOARD, REGION 5
Bank of America Center – Tower II
100 South Charles Street, Suite 600
Baltimore, MD 21201



Norma Manjarrez
One of the Attorneys for Respondent,
[Solidcore]

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 5**

SOLIDCORE ASSETS, LLC; SOLIDCORE ATLANTA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE CHICAGO, LLC, D/B/A [SOLIDCORE]; SOLIDCORE CONNECTICUT, LLC, D/B/A [SOLIDCORE]; SOLIDCORE DALLAS, LLC, D/B/A [SOLIDCORE]; SOLIDCORE DELAWARE LLC, D/B/A [SOLIDCORE]; SOLIDCORE GLOBAL ENTERPRISES, INC.; SOLIDCORE HOLDINGS, LLC, D/B/A [SOLIDCORE]; SOLIDCORE, INC., D/B/A [SOLIDCORE]; SOLIDCORE INDIANA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE KENTUCKY LLC, D/B/A [SOLIDCORE]; SOLIDCORE, LLC, D/B/A [SOLIDCORE]; SOLIDCORE MANAGEMENT LLC; SOLIDCORE MASSACHUSETTS LLC, D/B/A [SOLIDCORE]; SOLIDCORE MIAMI, LLC, D/B/A [SOLIDCORE]; SOLIDCORE MICHIGAN, LLC, D/B/A [SOLIDCORE]; SOLIDCORE MONTGOMERY COUNTY, LLC, D/B/A [SOLIDCORE]; SOLIDCORE NEW YORK, LLC, D/B/A [SOLIDCORE]; SOLIDCORE NORTH CAROLINA LLC, D/B/A [SOLIDCORE]; SOLIDCORE NORTH DAKOTA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE NOVA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE OHIO LLC, D/B/A [SOLIDCORE]; SOLIDCORE PHILADELPHIA, LLC, D/B/A [SOLIDCORE]; SOLIDCORE SOUTH DAKOTA LLC, D/B/A [SOLIDCORE]; AND SOLIDCORE WISCONSIN LLC, D/B/A [SOLIDCORE], A SINGLE-INTEGRATED BUSINESS ENTERPRISE AND/OR EMPLOYER

and

(b) (6), (b) (7)(C) AN INDIVIDUAL

Cases 5-CA-262848
5-CA-269757
5-CA-270986

and

(b) (6), (b) (7)(C) AN INDIVIDUAL

Case 5-CA-278089

ORDER

Upon charges filed by **(b) (6), (b) (7)(C)** an Individual and a Charging Party, and **(b) (6), (b) (7)(C)** an Individual and a Charging Party (collectively called the Charging Parties), an Order Consolidating Cases, Second Consolidated Complaint and Notice of Hearing issued in

the above-captioned matter on August 10, 2021. An Amendment to the Second Consolidated Complaint issued in the above-captioned matter on September 27, 2021. The parties have voluntarily reached amicable, non-Board settlements regarding the alleged unfair labor practices in Cases 5-CA-262848, 5-CA-269757, 5-CA-270986, 5-CA-278089, and the Charging Parties have filed requests to withdraw the charges. The undersigned having duly considered the matter,

IT IS HEREBY ORDERED that the Order Consolidating Cases, Second Consolidated Complaint and Notice of Hearing, as amended, heretofore issued is withdrawn.

IT IS FURTHER ORDERED that the requests to withdraw the charges in Cases 5-CA-262848, 5-CA-269757, 5-CA-270986, and 5-CA-278089, are conditionally approved. I have conditionally approved the withdrawal requests based upon a representation that private settlements have been reached among the parties. Therefore, this approval is conditioned upon the performance of the undertakings in the private settlements among the parties. Upon application by a Charging Party, supported by evidence that the terms of a settlement have not been complied with, the charges are subject to reinstatement for further proceedings.

Issued at Baltimore, Maryland this 20th day of October 2021.

(SEAL)

/s/ SEAN R. MARSHALL

Sean R. Marshall, Regional Director
National Labor Relations Board, Region 5
Bank of America Center - Tower II
100 South Charles Street, Suite 600
Baltimore, MD 21201

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
05-CA-262319Date Filed
6/29/20**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer [solidcore]	b. Tel. No. (b) (6), (b) (7)(C)
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1728 14th Street NW DC Washington 20009-_____	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
	g. e-Mail (b) (6), (b) (7)(C) solidcore.co
	h. Number of workers employed 200
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Boutique Fitness Studio
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
--See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: _____	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By _____ (signature of representative or person making charge)	Title: _____ (Print/type name and title or office, if any)
Address _____ (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-Mail (b) (6), (b) (7)(C)
	06/27/2020 20:11:32 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) /2020



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

August 12, 2020

(b) (6), (b) (7)(C)

Solidcore
1728 14th Street, N.W.
Washington, D.C. 20009

Re: [solidcore]
Case 05-CA-262319

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Regional Director

cc: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Solidcore
1728 14th Street, N.W.
Washington, D.C. 20009

(b) (6), (b) (7)(C)